

# ED ESCAMILLA

[eescamilla@comcast.net](mailto:eescamilla@comcast.net)

5773 SW ORLEANS ST  
SEATTLE WA 98116

Phone: 206-932-3163

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## PRESENT OCCUPATION

Arbitrator

## PROFESSIONAL AFFILIATION

Washington State Bar Association  
Texas State Bar Association  
American Arbitration Association

## EDUCATION

1973 University of Texas at Pan American BA  
1976 University of Houston Law School JD

## ARBITRATION EXPERIENCE

In depth knowledge of employment and labor cases obtained through 20 years experience with the National Labor Relations Board and through current arbitration practice. Familiar with case law involving contract interpretation, arbitrability of issues, employees discipline, suspension and discharge, subcontracting issues, strike issues, zipper clauses, management rights clauses, mid-term modification of contract, and other relevant contractual issues. Familiar with other statutes affecting employment such as EEO, ADA, and OSHA.

## INDUSTRIES

Education, state and local law enforcement, health and welfare funds, postal service, federal agencies, power plants, health care, building and trades, retail industry

## ISSUES

Discharge, discipline, subcontracting, promotion, holiday, vacation, overtime, arbitrability,

**PERMANENT PANELS**

Federal Mediation and Conciliation Services;  
American Arbitration Association;  
Los Angeles City Employee Relations Board,  
Los Angeles City Civil Service Commission,  
National Mediation Board;  
Washington Public Employment Relations Commission;  
Nebraska Labor Relations Commission;  
USPS/APWU Panel

**ARBITRATION ROSTER(S)**

Federal Mediation and Conciliation Services;  
American Arbitration Association;  
Los Angeles City Employee Relations Board,  
Los Angeles City Civil Service Commission,  
National Mediation Board;  
Washington Public Employment Relations Commission;  
Nebraska Labor Relations Commission;  
USPS/APWU Panel

**PER DIEM FEE**

800

**DOCKET FEE**

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**CANCEL FEE**

1/2 day per diem if cancelled with less than 30 day notices; 1day per diem if cancelled with less than 7 days notice for each scheduled hearing day

**GRIEVANCE ARBITRATION**

800 per deim

**CANCELLATION POLICY**

If scheduled hearing is cancelled with notice of less than 7 calendar days, cancellation fee is 1 day per diem for each scheduled hearing day; with notice of less than 30 calendar days, the cancellation fee is 1/2 per diem for each scheduled hearing day.

**INT ARBT, FACT FND & LABOR MED**

800 per diem

**TRAVEL TIME**

If travel is incurred the day before or after the scheduled hearing day(s), travel fee is 1/2 per diem.

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**TRAVEL TIME****EXPENSES**

Actual costs of reasonable expenses, including air fare, car rental, food, and lodging.